



# The Circuit

a publication of the  
Technical Women's Organization



## Get ready for... Summer in New York!

Start spreadin' the news! TWO is headed for New York for our annual training conference August 5-7! We will also be commemorating TWO's 20th year and the FAA's 50th!

So much to celebrate!  
This FAA-approved

training conference will provide many opportunities for learning and networking...

along with a few surprises! So read on, and discover what's happening with TWO!



## Message from the President

So much has been happening within the Technical Women's Organization of late. Let me fill you in on just a few things. We decided to celebrate our twentieth anniversary by doing it up big - in New York City! Co-conferencing with the National Asian and Pacific American Employee Association (NAPA), we have planned an exciting venue for our members and guests. I must thank Susan Daly, our 2008 Conference Chair, for all her innovative thinking and hard work. She is a gem. Susan has made this conference special and one-of-a-kind.

We start by having the sharpest minds in the aviation industry speak at our Opening Ceremony; we feature cutting edge technical training sessions; and at the TWO Living Legends Luncheon, we spotlight Vianne Fowler, Teresa Hudson, Fanny Rivera, Lindy Ritz, and Jo Tarrh - women who supported TWO from the beginning and have set the bar for others to emulate.

I also want our guests and members to meet our Charter and long-time TWO members. If you get the opportunity, look for our

TWO History book located on the matching funds table. Created by one of our very own TWO Charter women, Clarissa Holland, it outlines our humble beginning when Maureen Beharelle (Clark) and Laura O'Malley sent surveys to other female techni-



Summer 2008

Volume 25, Issue 1

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### Special points of interest:

- Special guest for the conference opening ceremonies!
- Artist to unveil commemorative print.
- Meet your new Executive Board Members!
- A look at last year's conference in San Diego!

## Message from the President (continued)

cians in Airway Facilities (AF) asking if they were interested in starting a support group. A group was formed in 1984. In October 1988 TWO held their first conference and established the Constitution and Bylaws. TWO then became officially recognized under the auspices of the Agency's Civil Rights' office. The seven Charter women who attended this conference were: Abby Call, Vianne Fowler, Karen Hammond, Clarissa Holland, Marie Meyer, Barbara Silva, Betsy Titherington.

Our TWO website has a new look. Check it out at

<http://technicalwomen.org/>

Help me thank Li Lin, TWO Webmaster, and Gloria Quigg for all of their hard work in making this website a reality. It is still a work in progress, but this site allows us to share documents, photos, and other information on a national level with existing and prospective members. Keep an eye on the site and check back often.

The last item is the election of our new officers. TWO Officers and Representatives assumed responsibility effective July 1<sup>st</sup>. Replacing Susy Peasley as Vice President is Cindy Lundberg. Replacing Beverly Anderson as Treasurer is Brenda Smith-Keene. Our new Regional Representatives are as follows:

Sunny Faith, AAL; Vera Dixon, ACE; Mary Nelson AMC; Toni Tonjes ANM; Debra Rowe ASO; and Judine Slaughter, AWA. Congratulations to you all and thank you to all the outgoing officers for your hard work and dedication. Believe or not, they are all still busy working within TWO and make me so proud.

Well, my friend, I am so glad you are part of TWO. Please feel free to contact me and share with me any suggestions, comments, or concerns. Till then,

*Emily*

## Meet TWO's New Vice President

*Many of you may already know Cindy Lundberg from her time spent as the Northwest Mountain Region Representative, or from countless hours spent working on our mentoring program. Congratulations, Cindy on your new position as TWO's Vice President!*

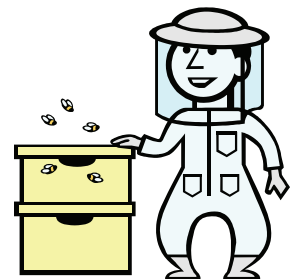


I started my FAA career in 1990 as a co-op student while enrolled in the Electronics Program at a local college. I have been a NAV/COM technician since the early 1990s. I was promoted to my current position as the Frontier System Support Center Coordinator in 2001.

I became a member of TWO in 1993. I served as a backup representative, and then served two terms as the Northwest Mountain Region (ANM) representative. In 2004, I enrolled as a mentee in the ANM TWO/PWC Mentoring Program. I was an assistant program manager for TWO/PWC ANM

Mentoring program during the following two years. Currently, I serve as the ANM TWO/PWC Mentoring Program Manager. Also, I am the TWO Western Service Area mentoring lead, as well as the national point of contact for the TWO Mentoring Program. Trish Autry and I co-chair the TWO Mentoring Committee.

I live in Spokane, Washington, and enjoy spending my free time raising honeybees and lavender. I also perform volunteer work for a local historic museum. I have been married for over 30 years and have two grown daughters.



# *I want to be a part of it...*

## *New York, New York*



As our vision statement emphasizes, our members within the FAA utilize TWO as a powerful, courageous voice for change. As a result, the TWO/PWC Mentoring Program recently became the Official Mentoring Program for the FAA.

The upcoming 2008 Training Conference will not only highlight the benefits of mentoring, but will also focus heavily on Technical Training including Next Generation Air Transportation Systems (NextGen) and training to support NextGen Programs.



### Roosevelt Hotel

New York City, New York  
[www.theroosevelthotel.com](http://www.theroosevelthotel.com)

### Registration

Contact Susan Daly/2008 Conference Chair at [susan.daly@faa.gov](mailto:susan.daly@faa.gov) or 631 249-4750, ext: 242 with queries or confirmation. TWO is located on the web at [www.technicalwomen.org](http://www.technicalwomen.org).



*"The Return of The Bessie Coleman & Harriet Quimby Reunion"*

**"TWO Turns Twenty: The Journey Of Excellence Continues....."**  
You're Invited To Celebrate Our 20th Anniversary Training Conference & the 50th Anniversary of The FAA, New York City, August 5-7, 2008



**The LOGO:** Triangle represents a communication antenna which symbolizes technical career fields, such as electronics technicians, flight certification specialists, inspectors, civil and electrical engineers. Circle symbolizes the unity of these career fields through TWO. Silhouette represents the membership. Airplane symbolizes our purpose and our dreams.

*A full list of courses and complete conference agenda  
are available on our web site.*

**"The 2007-2008 Executive Board: These Leaders are serious about the FAA and their commitment to TWO!"**





# A VERY SPECIAL GUEST TO OPEN TWO'S CONFERENCE

AMERICA'S BELOVED TENOR:

*Daniel Rodriguez*

Scheduled to Perform "God Bless America"

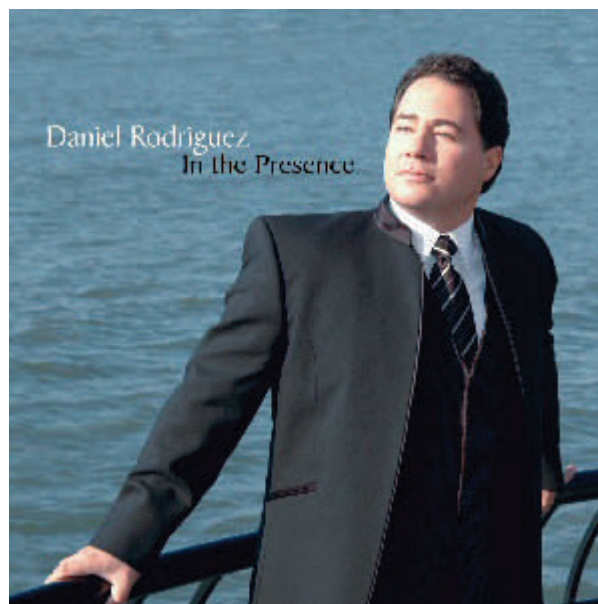
Opening Day: 2008 TWO/NAPA Training Conference

August 5, 2008

To those who have come to love him as the so-called "singing policeman", - the New York City cop who helped bring the country an uplifting spirit of promise and hope with his stirring rendition of "God Bless America" after the September 11 terrorist attacks. Mr. Daniel Rodriguez is scheduled to perform "God Bless America" during our Opening Day, August 5, 2008 at The Roosevelt Hotel.

Inspired by the voice of the legendary tenor, Mario Lanza, the Brooklyn native earlier had captured the imagination of the public when former New York City Mayor Rudolph W. Giuliani introduced him at a New York Yankees game. He captivated the crowd with his rendition of the National Anthem. The wave of acclaim that greeted his appearances after 9/11 only confirmed that first impression. In the fall of 2001, Rodriguez signed a recording contract with Manhattan Records, a division of Capitol Jazz & Classics. The tenor made his album debut February 12, 2002 with the release of "The Spirit of America", produced by Tom Scott. This followed on the heels of his first single "God Bless America" (with a spoken introduction by former New York City Mayor Giuliani) and a new song, "We Will Go On." The single was released on December 11, 2001 on the three-month anniversary of the terrorist attacks on the World Trade Center and the Pentagon, with proceeds from its sales going to the Twin Towers Fund.

We are honored to have Mr. Daniel Rodriguez join us in the celebration of the 20<sup>th</sup> Anniversary of the Technical Women's Organization and the 50<sup>th</sup> Anniversary of the Federal Aviation Administration.



*Lynde Washington, Artist*  
*supports TWO 20th Annual Training Conference*

August 4 - 8, 2008 - New York City, NY at the Roosevelt Hotel

Mr. Lynde Washington, Artist, joins the celebration of the 20th Annual Technical Women's Organization Training Conference with a commemorative print celebrating 20 years of the Technical Women's Journey of Excellence. The unveiling of the original print will take place at the Welcome Brunch and each commemorative print will be hand-signed by the Artist.



Lynde Washington of  
[lyndeditions.com](http://lyndeditions.com)

As a child, Lynde Washington had two things in his hands – a paintbrush in one and a football in the other. Lynde's introduction to art and football came through two of the most influential men in his life, his great-grandfather Lynnwood "Lynde" Jordan, and his father, Joseph Washington. Throughout his childhood and adolescence, Lynde consistently encountered conflicts between the two interests. His love of football didn't allow much time for creative pursuits; while dedicating time to art left very little time to play football. Yet, he felt compelled to try to do both out of respect and love for his father and great-grandfather.

Lynde's great grandfather had a passion for art and wanted to share that with him. So he started teaching his great-grandson to draw when he was six years old. "Drawing is something I did when I spent time with my great-grandfather," Lynde recalls. While learning to draw, Lynde found that he had a passion for the human figure. He appreciated and loved to draw expressions, emotions, body language, and movement.

It wasn't until after the passing of his great-grandfather that he found a genuine appreciation and passion for art. While still in high school, Lynde began studying art history. He was introduced to a myriad of types. Although he enjoyed studying art history, he experienced a problem. There was no emphasis on Black Art of any kind. This inspired him to want to capture his generation, people, and culture in works of art for posterity.

After graduating from high school, Lynde attended the University of Maryland on a full athletic scholarship. He carried a double major and received a Bachelors degree in Fine Arts and Art History. After graduating from the University of Maryland, he attended Hofstra University in Long Island, New York on a full scholarship. While in his first year of grad school he was picked up by the Baltimore Ravens as a free agent. After playing in the NFL, Lynde played in minor football leagues such as XFL and Arena Football. He then decided to work in the private sector and now spends all of his free time painting.

Lynde Washington is a native of the Washington, DC metropolitan area. He currently resides and works from his studio and gallery in Upper Marlboro, Maryland. For more on Lynde and to view his art collection, please visit [www.lyndeditions.com](http://www.lyndeditions.com)

## *Meet your new e-board members...*



*Sunny Faith—Alaskan Region Representative*

I have been a member of TWO since 1995, and have enjoyed every minute of it. I have had the opportunity to serve as the Alaskan Regional Representative in the past, including the role of Chairperson for the FY2000 TWO Conference held in Anchorage. We have a small membership in Alaska, but due to our remote geography we have a strong requirement for the common goals and community that TWO membership can provide.

I have 24 years of government service, 21 of those with the FAA. For the past seven years I have worked in the field of telecommunications. I serve as the Acquisitions Lead for installing circuits that support NAS facilities. Until recently I was also the Business Manager for the Satellite Communications Network called “ANICS”.

I have lived in Alaska for 39 years, and my husband and I intend to retire here. We enjoy long weekends at our remote cabin on the river, and the area provides plenty of opportunity for scenic and wildlife photography. We usually fly into the area in our small PA-18 – perfect size for getting in and out of small, gravel airstrips. Our children have left the “nest” years ago, and now have family of their own (three grandchildren just last year!). We are owned by a chubby dachshund named “Beezer”, and a black lab named “Chelsea”, who insist on sharing everything from ice cream cones to the front seat.

One of my favorite quotes is from Gandhi: “Be the change you want to see in the world.”

I will do my best to uphold that ideal. Thank you for this opportunity.



*Headquarters Representative beginning in October.*

My name is Brenda Carignan. I started my Federal career with the General Services Administration as a realty specialist where I worked as an appraiser and provided space acquisition services for client agencies. In 1997, I started working for the FAA where I provided leadership to three group managers (equivalent to Branch Managers) who directed real estate contracting officers on all aspects of FAA leased and owned real estate. Duties included services related to acquisition, management and disposal for the National Airspace System (NAS).

I have over twenty years as a real estate contracting officer. Currently I develop and publish real property policy and guidance for real estate contracting officers. I have a Bachelor's Degree in Business Management and a MBA in Commercial Real Estate.

## *Brenda Smith-Keene—Treasurer*



I was hired by the legacy Central Region in August 1986 to participate in the Springfield Training Center Electronics Technician Program. I successfully completed the Electronics Technician program, in addition to working in Facilities & Equipment Installation in Kansas City (installed an NDB) and North Platte, NE (installed an RCAG) in 1988. My successful OJT and consequent journeyman status (GS-11/856) was attained in Omaha, NE. from October 1988 to January 1991.

With the event of my marriage in July 1994 to a fellow technician and native of Massachusetts, I transferred from Omaha to the Kansas City downtown Airport in February 1995. In November 1995 I had an opportunity to transfer to a different division; however, I chose to stay at the downtown airport to obtain certification on facilities that had not been in Omaha. I successfully completed correspondence and residence training, maintaining a full workload on systems both locally and remotely. I also served as a PASS representative from 1995 to 1997.

I was given the opportunity to serve as an EEO Specialist/Special Emphasis Program Manager position and EEO Counselor in the Central Region Civil Rights Office from December 1997 to December 1998 with very successful results. I received a one week off award and Civil Rights tried to keep me!!!

I was selected as an Instructor in January 2000 and transferred to the Mike Monroney Aeronautical Center Academy Navigation/Landing Branch. Due to the diversity of my background, I was able to begin instructing the MK1F ILS the first week I arrived due to the illness of another instructor. Within six months I was instructing a variety of NAVIDS classes and had taken over the responsibility of Course Manager for several courses. Being selected for an instructor was a major accomplishment and I thoroughly enjoyed it! I had several other opportunities at the International and the university level while I was there as well.

I transferred to the Kansas City International Airport in August 2007 as the MCI SSC Coordinator. I coordinate electronic equipment projects with airport personnel, contractors, and Air Traffic. I assist my manager with administrative duties, and maintain/repair equipment when needed. I am a firm believer in life long learning and I am continuing to learn!!

I have had many opportunities that helped to develop my leadership, interpersonal, and budgetary skills throughout my career in the FAA and in the private sector. I participate in various organizations that aid in building those skills. I joined TWO in April of 1991. I held the Vice Chair office in the legacy Central Region from mid 1995 until 2000. I served as the MMAC Representative from 2000 to 2002. I have served on the Education and Career Committee for the past eight years with five of those years as the chair. I have also served on the Membership Committee from time to time. From 1995 to 2000, I served as the Central Region NBCFAE Regional Treasurer and the Kansas City Chapter President (not at the same time)! I will be able to contribute all of the skills that I have acquired in a "team effort" for decision making that affects our members, our organization and the agency.

As the National treasurer and a member of the Executive Board, I will continue to improve our visibility and growth by networking with other aviation/technical organizations both locally and nationally. I will assist the Board and Chairpersons in completing smooth transitions of new members and the renewal

and/or transfer of members. I will continue the strides that have been made towards developing a successful organization. I will assist where necessary to see the organization as a visible force through mentoring, not only in the agency's workforce, but in our communities and schools, for there is where our new leaders will be found.

### *Debra Rowe—Southern Region Representative*

Aviation Safety first approached innovative ideas in IT, such as videoconferencing in the mid-90's after the ValuJet (Everglades) and TWA800 accidents. The Administrator established the 90 day Safety Review, and I was appointed the IT Subject Matter Expert (SME) for the Certification, Standardization, and Evaluation Division, which became AFS-900 at that time. I co-wrote the FAA Order that established CSET—CSET has now been merged into Hooper Harris' organization. I later moved to Airway Facilities, then Air Traffic, then it became Air Traffic Services, and then it became Air Traffic Organization.

Having worked thru the years for Flight Standards, Aviation Safety, Airway Facilities, Air Traffic, Terminal, ATS, and now ATO, I still have many friends with whom I stay in touch across all LOB's, including the ISSM and CIO in AHR, Managers and Inspectors in the National Flight Simulation Program, and AFS-820, and other areas of AVS, I have taught at the FAA Academy as Associate Instructor, teaching classes on automation, enforcement reporting, aviation paratechnical, to cross-line-of-business groups including all of the above, plus Airports and General Counsel (AGC). I have truly been blessed to have worked for the FAA and to have "accumulated" so many wonderful friends.

# Congratulations!

*Debra has recently received a wonderful award from the Network Professional Association:*

#### ***Best Networking Professional Career Achievement Award***

**Debra Rowe - Knowledge Management Lead for the Operations Group, Information Technology Directorate, Air Traffic Organization of the Federal Aviation Administration, West Columbia, South Carolina.**

During her interview Debra explained, "I'm honored to win this award, networking has been my life since the 80s starting with Unix and starling and brose, networking is my life." This award honors Debra Rowe for demonstrated years of the highest ideals of the network computing professional. Debra serves as a role model in the network computing community and may be considered by peers as an industry luminary. Debra's networking knowledge and experience have enabled her to contribute to the Air Traffic National Airspace System (NAS) and help ensure that NAS equipment provides safer skies. She has worked on Air Traffic teams as emergency situations required troubleshooting inoperative equipment and communications feeds for the NAS.

*Also honored was Richard Boe, who has been very supportive of Debra and TWO:*

Richard Boe (Information Technology) - On June 17, he was recognized at the Administrator's 31<sup>st</sup> Annual EEO Awards Ceremony. The awards were presented by the Acting Deputy Administrator (Ruth Leverenz) and the Assistant Administrator for Civil Rights (Fanny Rivera). Richard received the EEO Supervisor/Manager of the Year Award!





### *Vera Dixon—Central Region Representative*

My name is Vera Denise Dixon; I was born in a small town in Louisiana named Plaquemine. Plaquemine is located in Bayou County; it sets equal distance between Baton Rouge and New Orleans. I have 3 children; Steve (LaMechia), Cheronesia, Gregory and 2 grandchildren Jaden and Ethan. I don't want to forget my dog named Charlie.

The first 9yrs of my career were spent with DOD in logistics, finance and office automation. I joined the Federal Aviation Administration (FAA) in 1992 in the Upper Mobility Program. I attended the Springfield Training Center from 1992-1994. After the Training Center, I went to Columbia SSC as an Airway Transportation System Specialist. I was involved in several project installations, my overall work responsibility consisted of the CBI RCAG, COU ATCT and the COU AFSS. I've been at the MOCC since 2001 as an Operation Control Center Specialist. In 2005, I joined the Technical Women's Organization as a full member.

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### *Rounding out your executive board:*

Secretary .....	Eva Pueschel
Editor.....	Cheri Walter
MMAC Representative.....	Mary Nelson
Tech Center Representative.....	Maryanne Chappell
Eastern Region Representative.....	Susan Daly
Great Lakes Region Representative .....	Vicki Wagonis
Northwest Region Representative.....	Toni Tonjes
Southwest Region Representative .....	Ron Keller
Headquarters Representative (until October).....	Judine Slaughter
Western Pacific Region Representative .....	Kathleen Harrold

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# Thank You!

*A Very Special Thank You to our Sponsors:*



Geico

Government Employees Hospital Association (GEHA)



Blue Cross / Blue Shield

PASS



Blue Collar Objects

FAAFirst



Optimal Solutions & Technologies

Federal Long Term Care



National Black Coalition NBCFAE

Gabrielle Becker Designs



Brenda Smith-Keene

AVON

Dressbarn



Professional Women Controllers (PWC)

## TWO JOINS SHAKLEE!

TWO is proud to announce that we have joined Shaklee Corporation through our business partner and coach, Chuck Jumpeter and his business, Jumpeter Wellness Associates (JWA). Chuck is a retired FAA'er with 40+ years of Federal Service. Chuck and his wife, Cookie, have been operating their Shaklee business since 1981. This partnership will bring an unlimited fund raising opportunity to TWO, by providing all TWO members and friends with access to the prestigious Shaklee product line. Many of you have probably seen Shaklee take center stage on the Oprah show over the past several months. Now you will all be able to participate simply by clicking on a link that will be placed on the TWO web site. Susan Daly will be the TWO representative working with Chuck and our webmasters to make these links available ASAP.

### How Will This Work?

All TWO members, their friends and family, and anyone else we share this with will be able to click into a special Shaklee Personal Web Page for TWO and order products. Shaklee will pay a commission to TWO based on the monthly volume of products ordered. Complete instructions for ordering will be available on the web site. Chuck will also be available to answer any questions you may have. Chuck's email is: [healthyone@gmail.com](mailto:healthyone@gmail.com).

### How can you participate while the web site is being constructed?

Easy! Simply go to [www.shaklee.com](http://www.shaklee.com), click on the shop tab and browse around and select the products you wish to try. Then, at checkout, enter the TWO ID # **CD81079** and that's it. But wait! If you want to save 15% on your order and all future orders, click the box that says you want to become a member. Then fill out the information and you'll be registered under TWO so that this and all future orders you place will count towards TWO's bonus. If you have any problems just contact Chuck and he'll help you through the process.

### What else will TWO members get?

In addition to the 15% member discount available, here are just a few of the benefits you will receive: you'll have the convenience of 24/7 ordering, your products will be delivered right to your door, monthly newsletters from JWA, training events on various areas of health and wellness at future TWO functions, training conference calls on requested areas of health and wellness and much, much more. Shaklee provides a 100% money back guarantee on all its products.

### About Shaklee Corporation

For 50 years, Shaklee has been a leading provider of premium quality, natural nutrition, and personal care products, environmentally-friendly household products, and state-of-the-art air and water treatment systems. In 2000, Shaklee became the first company in the world to be Climate Neutral™ certified to totally offset its CO<sub>2</sub> emissions, resulting in a net zero impact on the environment. With a robust product portfolio, including more than 50 patents and patents pending worldwide, Shaklee has more than 750,000 Members and Distributors worldwide and operates in the U.S., Mexico, Canada, Japan, Malaysia, Taiwan, and soon, in China. For more information about Shaklee, visit [Shaklee.com](http://Shaklee.com).

### What's Next?

Every purchase you make will help TWO fund our scholarship programs. Go ahead, log on and begin to experience the Shaklee difference and support TWO for generations to come. Together we can build a healthier and stronger future.



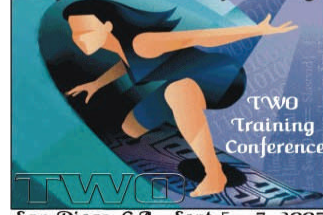
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## Surfing the Tides of Change a Rousing Success!

The 2007 training conference in San Diego was fun, educational, exhausting, and record-breaking in so many ways! For those of you who were unable to join us, please enjoy some memories and musings... We hope you will be inspired to join us this year in New York!

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### Surf The Tides of Change



### Give Them A Hand! *Submitted by Maryanne Chappell*

Take a moment out of your busy day, just maybe a minute or two to think about what we experienced in San Diego, and reflect upon all the hard work that went into the 2007 conference. The women and men who put this conference together deserve a round of applause for all their work, and I'd like to take just a minute to pay my respect to them.

And by the way, didn't you feel relaxed and refreshed after the wonderful conference we had in San Diego? "Surfing the tides of change" was the theme and we were able to learn a lot of new things that touched a facet of every discipline that was represented there this year. This truly underscored the intent of this conference, which was to greet the changes that we are facing in the FAA with an open mind and flow with them instead of against them.

Kathleen Harrold worked very hard, along with all the executive board members and the committee members, too numerous to name, to bring together a well thought out plan. There were TWO members from not only the surrounding areas, but as far east as New England and as far north as Alaska and everywhere in between as well. We were well represented given the distance many members had to travel and I think that speaks well of the planning that went into it.

The level of effort that all board and committee members displayed to pull this off was enormous, none know it better than the members themselves when they put in 18 hour days and longer to make sure every little detail was attended to and that all who came enjoyed their stay. They ensured that the keynote speakers were allotted their respective time to speak and they negotiated their time flawlessly with the rest of the schedule. This included training segments, tours, dinners and the integral and ever-present networking that always occurs during these engagements. These women fine-tuned their roles until we barely noticed there was someone actually running things anymore. That took a lot of work and a lot of coordination among many parties. Not an easy task to do when everyone was flying in at different times from all corners of the globe.

The success of the auction will help less fortunate TWO members make that trip next year to the conference and benefit from all it has to offer as we were able to do this year. These conferences are extremely important and when we can help our own achieve these benefits through the outpouring of our generosity...well I say again, give those hard working women a hand! for allowing us that opportunity. Don't you think this conference exemplified our desire to help each other when we can? I know I'm not alone when I say that I'm proud to be a member.

**Be sure to check out the fabulous photo journal of the conference  
created for us by Ms. Cynthia Noble at:**

**<http://www.technicalwomen.org/>**



*For those of you who aren't quite sure what to expect  
from TWO's Training Conference...  
Check out these reviews of the classes offered last year in  
San Diego...*

*"How to Write a Bodacious Self Assessment"*

*Review by Deborah Stephens*

Each September, in the midst of the chaos attending the end of the fiscal year many FAA employees sit down to face their most formidable task of all: writing self-assessments. In contrast to most FAA'ers, the participants in Emily Godinet's training session were able to calmly approach this task with confidence and focus.

Emily first discussed the initial steps that should be taken at the beginning of the rating period. These include defining your expected job performance and reviewing the FAA Flight Plan along with your organization's related business plan.

The next portion of the class covered a variety of writing strategies to make your assessment concise, precise and verifiable. Emily provided some great tips for making a self-assessment effectively communicate how your superior efforts contributed to the FAA's organizational goals.

As a group we brainstormed different tactics for documenting superior performance throughout the rating period. Our training session finished up with practical exercises. I immediately reaped the benefits of this training upon my return to my workplace.

*Additional comments by attendees:*

Instructor was very knowledgeable in advising and instructing on this topic. She is a great mentor and valuable asset to FAA including a very motivated and inspirational leader to TWO.

Definitely, everyone needs to know how to do this effectively. Excellent, helpful course.

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*"Thrift Savings Plan and You"*

*Presented by Janice Brady, CUSO Financial Services*

When I volunteered to do the write-up for the TSP seminar, it was for a self serving reason. I felt clueless on how to invest my TSP funds or what the different investment funds were and what they could mean to me. I was amazed at all I learned on the tax deferred growth, periodic investing, the annual limits, the loan features and the different index funds.

The government TSP was established in 1987 and is the largest retirement plan in the US. It is a tax deferred growth opportunity which means it is pretax money or income we invest before taxes are taken out of our check. It also has periodic investing with an annual limit of \$15,500. We can borrow our own money also, up to \$50,000. When we pay back the interest it is what that money would have earned for you.

Janice also explained all the funds and what they mean. Some are good for long term, some are very secure and some have higher gains and are riskier.

Janice Brady had a wonderful, easy to understand, presentation on the TSP and Investment. I recommend that if you are interested in knowing more on the TSP and the investment properties give Janice a call at 1-800-679-6802 or email her at [jbrady@faafirst.org](mailto:jbrady@faafirst.org).

She explained that 1 out of 4 women will be widowed by the time they are 65 yrs old and how we need to smarten up and get savvy on our finances. The majority of elderly poor are women.....now what is wrong with this picture?

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## *CSRS Retirement Seminar*

Review by Susy Peasley

*Presented by Sharon Smith & Shawna Richard*

There is a lot of information presented in the class, so I just wanted to share some of the main points.

Contact information: Sharon Smith 310 725 7826

Shawna Richard 310 725 7804

2 Tiers – basic benefit plus Thrift Savings = 7.0 % of basic salary goes to retirement fund

Early Optional Retirement – only offered by OPM

Creditable Service

Sick Leave Credit – must retire under an immediate annuity to receive credit

Annual leave – will be paid a lump sum

If you choose between the 4<sup>th</sup> and the 30<sup>th</sup>, annuity will not begin until the next month. For example, if you go out on the 3<sup>rd</sup>, you will get paid starting on the 4<sup>th</sup>. Suggest trying not to go past the third of the month. Does not matter if it is the end of the pay period.

Sick leave – will get rounded up to the next higher figure. 2087 equals one year.

High three salary – must be three consecutive years, Based on base pay and locality, premiums are not included.

Maximum annuity may not exceed 80%, unless it is reached by the addition of unused sick leave.

It is important to keep your beneficiary forms current – what is on file will be paid out. Make sure your life insurance is correct. If you do not have beneficiary forms on file, it will be given out in order of precedence.

Survivor Benefits – \$3600 is recommended base – will cost \$7.50 / month. Must leave an annuity in order for the spouse to receive health benefits. Spouse annuity is for life unless remarried before age 55. Lump sum is available only if there is no spouse, former spouse, or children, or someone eligible for survivor benefits.

See the forms below - everyone will need at least the first 2, the second two are dependent on whether or not you have Life Insurance or Thrift Savings

Death Certificates – will need up to a maximum of 4 certified certificates

SF 1152 Unpaid Compensation, SF 2808 Lump Sum monies, SF 2823 Fed employees group life insurance, TSP-3 Thrift Savings Plan

TSP Withdrawal Options—Health Benefits—Life Insurance—Contact Social Security for detailed information on your situation.

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## *Federal Employee Retirement System (FERS) Pre-Retirement Seminar*

If you need answers to the following questions then you certainly wanted to be apart of the FERS Retirement Seminar:

**What is the minimum retirement age to retire with 30 years of service?**

Minimum retirement age varies according to your year of birth.

**What time of the month is best for retirement?**

Last day of the month is better. Why? First day of annuity will begin first of the next month.

Example: Retire June 30. Annuity began July 1.

Continued...



*Do FERS participants get credit for accrued sick leave?*

No

*What are the three tiers of the FERS?*

The three tiers are: Social Security, Basic Benefit Plan, Thrift Savings Plan

*What is considered creditable military service?*

If you had Temporary Appointment(s) on or after 01/01/1989, this temporary time is NOT creditable. However, Temporary Appointments prior to 01/01/1989 are creditable provided a deposit is made. You must make a 3% of military base pay in order to receive credit for post-1956 military service even if hired prior to October 1, 1982. No interest is charged if the deposit is completed within three years from the date you first became subject to FERS.

*How to compute the High-3 average salary computation?*

Your high-3 must be consecutive years and may come from any periods throughout your career. Your Basic Pay and Locality Pay are used to compute your High-3 Average Salary.

Did you know when you have a life-changing event (marriage, divorce, new-baby etc..) your **SURVIVOR BENEFITS** need to be **updated**?

Learn the two-part survivor benefits and what documents needed by HR-16C.

How to compute a Cost of Living Adjustments (COLA)

*Got Questions?*

Did you know the best time to call Office of Personnel Management in Washington D.C.

Mornings (Eastern Time) at (202) 606-0500

Learn the FERS Special Retirement supplement

Learn the alternative Form of Annuity.....and much much more!!!!!!

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## *A Legacy of 21<sup>st</sup> Century Leadership*

Review by Barbara Lindsay

Instructor- Dr. Jim Trinka

Dr. Trinka is an energetic and knowledgeable speaker. His lecture was interesting and informative. Dr. Trinka spoke with a loud voice that varied in inflections, definitely not a monotone, like a loud and lively conversation. He moved about the room and drew you in by asking questions and expecting answers.

In his lecture Dr. Trinka quoted various studies and authors. One theory advocated that a way to succeed is by focusing on what successful leaders and programs do, instead of concentrating what the failures have in common. He said the inclination is to try and correct the failures instead of imitating the successes.

He also stated that of the various studies on successful managers, three common factors kept re-appearing-

-Developing others      -Performance Management      -Communicating with others

He quoted Peter Drecker-*"focus on your strengths and make your weaknesses go away"*.

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## *MASS for ASR9/MODES*

Review by Kathleen Gustafson

Instructor Kelly Sutherland

The first session was a general overview of the MASS. It was a 4 hour long class, broken up into 3 modules.

The first module was learning to customize your logon and profiles. A lab exercise had you logging into MASS, setting up a profile and modifying it.

The second module was a review of the MASS Monitor and Site List screens. It also covered masking, filtering and sorting. Another lab exercise had you doing everything from minimizing the MASS screen and maximizing it to acknowledging alarms. Naturally, this lab also taught you how to mask data point and facilities, how to filter data points and how to sort alarms.

The last module familiarized you with all the different reports available in MASS such as the History Report and the User History. There is even a way to look up user info and site info. You learned how to do that in the third lab.

The other 2 sessions were four hours each and delved into the specifics of monitoring and command capabilities of the ASR9 and MODES utilizing MASS.

If you are getting rusty on your MASS skills or you have never taken the course, this is an excellent opportunity to familiarize yourself and fine tune your skills. The instructor is very knowledgeable and can answer any question regarding MASS. Who would want to read a boring technical text when you could have a live person teach you and entertain you with stories of her experiences using MASS?



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## *Tools to Improve Productivity*

Instructor Stacey Zinke

There was a lot of discussion in this session. Stacey's main points were:

- Identify problems/issues
- Gather the right info
- Put it in the correct format
- Collaborate with other interested parties
- Make the right decision
- Publish the correction

*Additional comments from attendees:* Great information! ◇ We could have talked another 2 hours. ◇ More information-longer class would be great. ◇ Stacey was very knowledgeable. ◇ Would like a full day of productivity tools with hands-on time.



## *National Airspace System Technical Evaluation Program (NASTEP) Overview*

Instructor Laura Helm

Review by Brenda Smith-Keene

As a returning technician to the field, a strong interest in NASTEP evaluations and a NASTEP inspection coming up very quickly, this seminar was definitely on my list. Laura Helm is the National Program Manager for the NASTEP. She assured attendees throughout the seminar that evaluators were there to “help”. Of course, the core function of the NASTEP is technical analysis of facilities and services. So, as a technical specialist, one would find it a benefit to ensure equipment is performing properly, customers (air traffic, airport authority, airlines, etc.) are satisfied with the services, and above all else, all technical activities are logged and documented properly.

NASTEP is basically a program that provides quality assurance, asset management, and safety decision-making information based on an independent review of several areas and in compliance with FAA orders.

When an evaluator writes up an issue, they only need one report not several on the same issue. Evaluators strive to not only find and document issues, but also to provide technical assistance through helping to resolve issues and provide seminars and training to specialists.

*Additional comments by attendees:* Great presentation! ◇ Excellent PowerPoint and graphics. ◇ The information about the most common critical issues will help me prepare for future NASTEPs. ◇ I have a NASTEP coming soon so this training will help me be more effective. ◇ I appreciate the willingness of the instructor, Laura Helm, to share and distribute her slides to us. ◇ There was so much valuable information contained in her course that allowing us to have a hard copy was very appreciated and a great resource to take back home. ◇ Very knowledgeable and informative speaker. ◇ Lecturer as a field expert definitely helps to standardize thought process concerning equipment maintenance and document accuracy. ◇ The instructor was able to break down NASTEP data into very easy to interpret form.

## *Self Defense*

Instructor Pat Stevens

Review by Barbara Lindsay



Pat Stevens is an expert in self-defense, holding several black belt degrees in martial arts. As Pat taught the class, she demonstrated various holds and breakaway maneuvers on students. This technique drew your attention and interest. Pat explained that having a victim's demeanor could invite an attack. Class participation was fun and exciting, you wanted to be the next dummy she demonstrated the hold on. By the time class was over everyone knew that yelling “STOP” in a loud, authoritative manner at a perceived assailant could give you enough time to run away; because Pat also taught that sometimes it's better just to run!

*Additional comments by attendees:* Pat offered some basic techniques for participants to learn to avoid and escape from an assailant. ◇ Awesome! ◇ Great Instructor! ◇ Pat was very, very knowledgeable. ◇ Fun! ◇ I learned more about self defense in 2 hours... Let's do this one again! ◇ It was a wonderful, informative, interactive class.



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## *Remote Maintenance Monitoring (RMM) - Past and Future*

presented by Doug Klauck

Doug Klauck is the National RMM Program Manager. He was very informative, engaging and open to questions. When I was a field technician, the only system that was monitored from OCC (then known as MCC) that I was aware of was VORTACs. So, this opened my eyes up to a vast new world of remote monitoring. Even though I learned a lot, I still have a lot to learn. There were acronyms that I was not familiar with, but I am dusting off the cobwebs and researching, so I am on the way to learning all about RMM.

RMM HISTORY: RMM has been around for over 20 years. It is an FAA owned database. The Technical Operations System Engineering Group maintains it and changes can be made quickly.

Today to be considered remote maintenance monitoring, the facility must feed data to the MPS and be able to be monitored in MASS. MASS is an application that is loaded onto the computer.

There are 4,720 connected sites (mostly field) with RMM. There are 38 different equipment types and 9,038 single points of control (SPOC). All TANDEMS are connected in the FAA backbone. SPOC allows anyone with a log-on to see any site in the NAS. The first version of MASS (SPB-RMM-144) was deployed in 1997, before that there was IMCS.

### *And so much more...*

*Additional comments by attendees:* This may be something to incorporate into NASTEP evaluation preparation/data gathering. ♦ Great Job! Not boring at all. ♦ Doug was very knowledgeable and positive about the RMM program.

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## *Understanding RMM (Remote Maintenance Monitoring)*

By Barbara Lindsay

Instructor- Doug Klauck

Remote Maintenance Monitoring is a tool utilized by field personnel, SOC and OCC specialists. It provides real time data used to monitor and restore equipment. Doug demonstrated by bringing up FAA's RMM application called MASS and explaining basic commands, results, screens, and RMM terminology. He showed how to set up filters, how to sort, user history, get functions, masks, and the difference between field and OCC level restoration.

Doug Klauck is extremely knowledgeable about RMM and frequently travels to resolve RMM issues in the field.

Additional comments by attendees: Doug is an excellent presenter. He is very comfortable in front of a crowd. He is very good with questions and is a great instructor. ♦ Very dynamic speaker. ♦ I learned of several features that I was not aware of. ♦ This was a really good subject for the conference; it applies to many different positions. ♦ It was especially helpful to be logged in to an active MASS site.

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## Surfing Lessons—How Not to Wipe Out Executing Your IDP

Instructor Dr. Judy Holcomb

Review by Elizabeth Doucette

### BASIC RULES:

- Be Aware - of other surfers and water users, surf conditions, and where you are surfing
- Comfort Zone-surf in waters you are comfortable in, don't get in over your head
- Fitness - make sure you're physically fit when surfing
- Practice - to improve, you need to be in the water as regularly as possible
- Hold or Throw - know when to hold your surfboard and when to get rid of it
- Surf Buddy - always surf with at least one other person. Not only will you have more fun if you're sharing the waves, but you will always have someone to help you out if you need it
- Respect - show consideration of the locals if you are visiting a beach
- Fun - surfing is all about having fun, keep that in mind when you are in the waves

*Additional comments by attendees:* Wonderful with theme. ◇ The flow was logical. ◇ Amazing knowledgeable speaker. ◇ Great info-never enough. ◇ Great information on what to do after you have an IDP. ◇ Perfect. ◇ Good basic training. ◇ Fun concept, she made the material fresh. ◇ Informative. ◇ Excellent metaphor: surfing/IDP. Dr. Holcomb gave a wonderful, down to earth presentation. Thank you!

## TECHNICAL TRAINING PANEL

Moderated by Mary Nelson

Review by Susy Peasley

### **Dr. Jim Trinka**

Working on a more modern way to deliver training. Tell employees what success looks like; establish expectations for new employees, through competency based development.

### **Larry Miller**

Manages the OJT & Certification team at HQ: AJ 52 – divided into two teams, operational technology (oversees training for new system), and the OJT & Certification Quota team (oversees OJT & performance exam, and quota management).

### **Robert Pierce**

Supervisor for the new hire & concepts training at the Academy. Target is the folks in the field and how they do their maintenance. Difficult to understand how the competency based training will change this. Fear of the unknown. Building the skills and people to do the job, but competency based encompasses more.

### **Patricia Garrambone**

Air Traffic Division Manager at Ok City Academy. Great to be here & to bridge the gap. Tech Ops employees need to know what is going on in the Air Traffic world. En Route environment – getting more folks. Terminal – depends on size, it may be smaller. All facilities are preparing for the retirement of many employees.



## *Coping With Change*

*By Harry Peasley*

“Surfing the Tides of Change” was an exhilarating conference that TWO hosted in early September and the theme was perfect for where we are in today’s ever-changing workplace. It was truly a joy and honor to share my personal experiences about the topic of change with many of you during the keynote speech in San Diego and I look forward to the next time we can do some work together. Let’s fast-forward to today! I was recently talking with a colleague who was in the midst of a new job assignment. She was telling me how she was gathering information from everybody around her, assimilating that information into usable pieces that added value to her and the organization. In her excitement, she would tell me about how she closed discussions with asking everybody she met “what can I do to help you?” Now this is a very busy professional that one month earlier had hated her job and was updating her resume for “greener pastures.” The job hadn’t changed – only her viewpoint about how she saw her contribution to the organization. In fact, she further went on to say she was molding her future rather than be a victim of it.



### **Why Is Change Sometimes Difficult?**

We are pattern-making beings. In general, our systems are more comfortable with pattern and routine than with change. Once a pattern is established, our left-brain will happily march along that well-lit and wide path while our right-brain is quickly analyzing several of the possibilities. In some of us, the right side of our brain is already feeling the pain and suffering. In others, our right side is planning out future opportunities. Most patterns are set very quickly and deeply; so think about what resistance we might have when we try to change patterns that have been part of lives for years. Consider this: the most important thing about dealing with change is to clearly define the new path! I know – that may be easier said than done and sometimes that path may be “visually impaired” from our viewing pleasure.

We all have biases toward change and sometimes those biases have a negative effect. The key for us get on the right path is to find the vision or the reason for the change and be willing to let go of some things that are no longer useful. Embracing this idea gives us permission to explore the journey and eventually find a new path or another alternative that hadn’t been thought of yet. After all, if Dorothy (from the Wizard of Oz) never skipped down that yellow brick road and found the Scarecrow, Tin-man, and Cowardly Lion on her way to Oz, would we have ever known “there’s no place like home?” And what about the “true story” of “Wicked?” All I’m suggesting is Dorothy was willing to go down that path to get home even though it was a scary journey. She met some good partners along the way and eventually found her destination. Define that path for our destination in change.

### **Successful Change and a Great Attitude**



To successfully handle change is to think about your attitude toward the change. There are two sides of change, just like there are two sides of a coin. “Heads you win and tails you...win.” Who would have known? We all have to get to that place where we can let go of our grief and anxiety about things we feel we may lose. I know that’s sometimes easier said than done, but what are the alternatives? One has to ask – are we ready to move on? It isn’t until that point of letting go of the past before we can begin to look forward to the future. In other words – we have to be willing to experiment with what works for us and what doesn’t. I’m not talking lip-service here and just going through the





motions. I'm talking about being true to yourself and truly thinking about where you are and where you want (or need) to go.

Following are a few tips one can try to help deal with change. They may seem basic, but are vitally important in helping make change a more positive experience.

- Develop support relationships at work and home. People who have friends they can share their thoughts with during stressful time's experience fewer negative effects caused by change. Research proves those folks also remain healthier, are more successful and live longer.
- Take care of yourself. Enjoy your hobbies. Eat a balanced diet, exercise, get enough rest. Take time to relax with friends and family. Listen to your body. If you don't think these suggestions are impor-

tant, look around at others who aren't using them. You'll soon discover how just how important these basic wellness tips are.

- Build self-esteem. There is only one you. You have special talents and interests. List what you like about yourself and note your special talents. Also, list what you appreciate about family and friends. Tell them and make them feel good. This ties into "develop support relationships at work and home," so see bullet number one.
- Be open and flexible. Most people are eager to settle into comfortable routines. Realize that your present routine may only be temporary.
- Keep your "sunny side" up. The old song went something like, "Accent the positive and eliminate the negative. Keep on the sunny side of life." A positive attitude helps you feel good about yourself, goes a long way toward improving your health and helps you deal with changes that come along.
- Take control of your life. What can you do now that will help you cope with the changes in your life? Make a list of options. What are the positive and negative outcomes of each choice? Practice finding the good in each of life's changes. Take charge of your thoughts and actions.

Examine your work environment. If possible, change what you don't like about your work environment or accept what you can't change. If you can do neither, then it's time for the big change: A change of jobs. While this may sound drastic, sometimes drastic inputs demand drastic outputs. If this becomes the option, I would recommend a very thorough reflection before making what could be a life-changing experience. On the other end, when beginning a new job, re-examine the old. What worked that you would like to take to a new job? What should be left behind?

Harry Peasley is the founder and principal consultant for New Heights - "Developing the full potential of individuals and organizations." Harry acts as a human resources advisor specializing in training, coaching, and strategic management. To contact Harry, his email is [harry@newheightstraining.com](mailto:harry@newheightstraining.com).



*So many wonderful opportunities for learning and networking!  
Don't miss another one! Join us in New York this year August 5-7, 2008.*



## TWO Member Embarks on a New Challenge



Rod Craig, TWO member, leads the village council in his newly elected post as Mayor of Hanover Park.

Rod Craig has devoted nearly twenty-five years of service to the Village of Hanover Park, Illinois. As a baker in his father's bakery, a Fire Control Technician in the United States Navy, an organizer and national union leader, and now, as a System Operation Center (SOC) manager at the Chicago Air

Route Traffic Control Center, Rod has come to understand that through effective leadership groups of people can seek out solutions to any problem. Whether serving as Village Trustee, President of the Fire Protection District, coach of soccer teams, or the Scoutmaster of Troop 398, Rod has freely contributed his time and energy to making Hanover Park a better place to live. Both his personal and professional lives have prepared him to be Hanover Park's Village President as he works to take his hometown in new directions of growth and prosperity.

Check out the Village web site at:

[www.hanoverparkillinois.org](http://www.hanoverparkillinois.org)



Rod volunteered to mentor Ronnette Wynn-Walker in the TWO/PWC Mentoring Program. When asked about his experience with the Program, Rod said, "I consider it an honor to be asked to be a mentor in the TWO/PWC Mentor Program," stated Craig. "I'm never too busy to help a good employee be better."

# *TWO Member Rises High*



**Alice Brown recently graduated from the TWO Mentor Program and has been accepted into the Leadership Development Program**

I started my career as a project engineer for Southwestern Bell Telephone after I earned a BSEE from Oklahoma State University. There I was responsible for oversight of all analog and/or digital equipment upgrades for various telephone switching centers in Oklahoma. I had the opportunity to lead project teams and coordinate the replacement of one of the first digital switching offices in metropolitan Oklahoma City. Conversion to digital switching was very controversial in the 1980's. Digital switching provides services that allowed subscribers to know who was calling before they answered the phone! We take Caller-ID service for granted now, but there were Public Utility Commission hearings all across the country as people voiced their concerns about invasion of their privacy.

Southwestern Bell was a strong supporter of licensed engineering professionals. As a result, I was encouraged to obtain my Professional Engineering (P.E.) license and I have maintained my License. I also earned a MBA in finance while I was employed with Southwestern Bell Telephone. Later, was employed as a wireless switching equipment project engineer for both Cingular Wireless and Ericsson. While employed by ADC Telecommunications, I was a sales engineer for network surveillance systems.

I studied electronics as a student at Oklahoma State University. We used some of the first IBM personal computers when I was a senior! I went back to school years later to learn computer-networking technology. I earned certification as a Cisco Certified Network Associate (CCNA) in 2002. When I lived in Dallas, I saw engineers my age laid off in the telecommunications and technology industries. Some of their comments indicate that the technology that they learned as a Bachelors' degree candidate in the 1980's became obsolete in the new millennium. It is important to keep your knowledge and skills updated. I was employed by MCI in the mid 1990's. I was there to experience the rise and fall of MCI-Worldcom. That is a disturbing period for many in the telecommunications industry.

In 2003, my experience and education qualified me to obtain an entry-level Electronics Engineering position with the FAA Logistics Center in Oklahoma City. I was promoted to the journeyman engineer level (I band) in 2005. I appreciate the God-given opportunity to be back home and working for the FAA. Recently, I was accepted into the Logistic center's Leadership Development Program. The plan supports the FAA's leadership succession plan. It began just as I completed the TWO Mentoring program. I am grateful for both opportunities.

When I returned to OKC, in 2004 I met my husband, Charles Brown. In addition, since returning my oldest daughter graduated from Baylor University with a Bachelor Science in Forensic Science. She is now a contract employee working as a laboratory technician in the genomics research lab of the FAA Civil Aeromedical Institute (CAMI). My youngest daughter is a sophomore at Harvard University.

***Congratulations, Alice!***

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# Technical Women's Organization

TWO  
6905 S. 1300 E. #124  
Midvale, UT 84047

Phone: 405-954-3247  
E-mail: [Emily.M.Godinet@faa.gov](mailto:Emily.M.Godinet@faa.gov)



## WHO WE ARE

As a non-profit organization within the FAA, the Technical Women's Organization (TWO) is dedicated to increasing the number of qualified women in technical fields. By promoting an understanding of the FAA culture and technical fields, we facilitate women in making significant contributions to the FAA and create a climate of cooperation between professionals. Our membership is comprised of committed, dedicated, creative, energetic and talented individuals representing various FAA technical organizations. We provide networking opportunities, information sharing, scholarships, educational resources and developmental opportunities. We are in partnership with management and other FAA employee associations for the development and recruitment of qualified employees. TWO has evolved into a vital organization of four hundred (400) members supporting the FAA and our mission.

## MISSION

To increase the number of qualified women in technical fields and to maximize the contributions of technical women in the Federal Aviation Administration (FAA).

## VISION

Technical women within the FAA utilize our organization as a powerful courageous voice for change. Our technical expertise and leadership skills contribute to the overall effectiveness of the FAA mission. By providing a supportive community for all FAA employees and promoting diversity, we shape the FAA of tomorrow.

## HISTORY

The Technical Women's Organization was originated by two female electronics technicians in the Airway Facilities (AF) Division. Laura O'Malley and Maureen Beharelle felt a need to network with other female technicians around the country. In the early 1980's, the organization was founded as a support group and began with a letter writing campaign which established a commonality of issues among the few females within AF. In October 1988, during the first convention, the Constitution and Bylaws were developed and formalized by Abby Call, Karen Hammond, Vianne Fowler, Marie Meyer, Barbara Silva, Clarissa Holland and Betsy Titherington. In 1993, the full membership was opened to all FAA employees involved with the design, installation, maintenance, certification or inspection of any element of the National Airspace System (NAS). This expanded the membership beyond AF to employees involved with the inspection of aircraft and airports. Throughout the history of TWO, Associate Members and non-members have supported the organization's mission, vision and goals.

## OUR GOALS

Maintain and enhance internal and external communications using email, websites and newsletters. Sponsor and participate in technical activities to provide career enhancement, growth and networking opportunities for members and other FAA employees. Strengthen recruitment activities and resources to facilitate the recruitment of women in the FAA technical workforce. Establish and maintain partnerships with FAA management, corporate sponsors and other organizations for members to effectively support the FAA mission, goals and objectives.